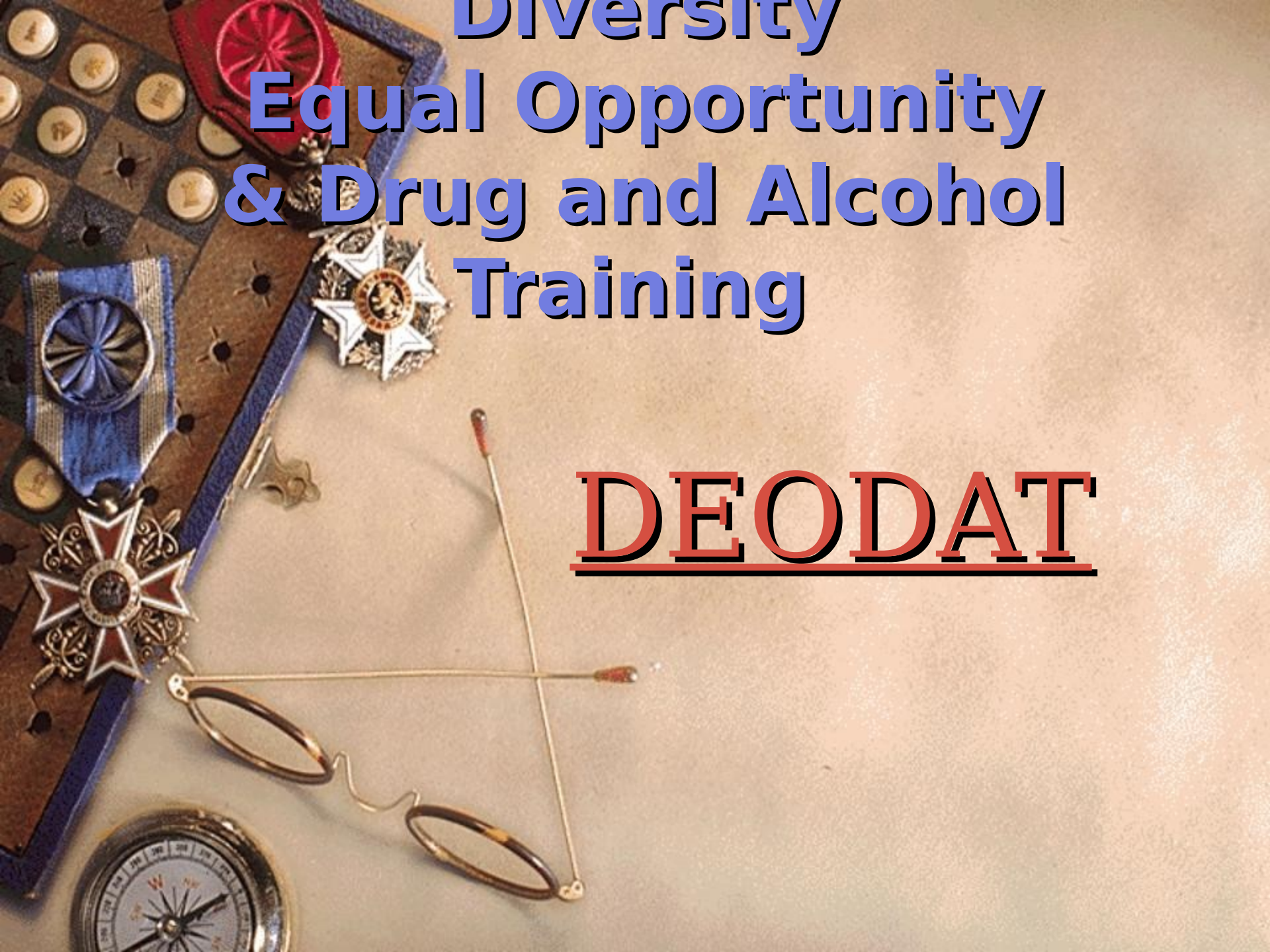

Diversity
Equal Opportunity
& Drug and Alcohol
Training
DEODAT

PURPOSE OF TRAINING

To support the National Guard by enhancing unit cohesion, specifically by conducting refresher EO training.

- Inform members of Substance Abuse issues, policies, trends, and the Urinalysis Program.

- Promote and understand what diversity means by exploring its effect on unit members and mission accomplishment.

OVERVIEW

* POLICIES
* DEFINITIONS
  * STEREOTYPING
  * DISCRIMINATION
  * SEXUAL HARASSMENT

OVERVIEW

- *EXTREMIST / HATE GROUPS
- *DOD GOALS
- *COMPLAINT PROCESS
- *ROLES/RESPONSIBILITIES
- *SELF EVALUATION

DoD Policy

Promote an environment free from personal, social, or institutional barriers that prevent service members from rising to the highest level of responsibilities possible.

NGB EO Policy

It is the policy of the National Guard to provide equal opportunity for National Guard Military personnel or applicants for membership; they will not be subjected to illegal discrimination because of their race, color, gender,

NGB EEO Policy

It is the policy of the National Guard to provide equal employment opportunity for National Guard technician personnel or applicants for technician employment. They will not be subjected to illegal discrimination due to race, color, religion, gender, national origin, age

PA-TAG's Policy

The Pennsylvania National Guard will not tolerate, or condone or permit any kind of harassment or discrimination in employment practices or services for employees or guard members on the basis of gender, color, race,

PA-TAG's Policy
(continued)

Persons who engage in, or instigate, such harassment or discrimination, and commanders or supervisors who permit such activity without taking positive corrective action will be subject to disciplinary action.

LOCAL POLICY

Extremist/ Supremacist Groups

National Guard Members may NOT Actively Participate in Organizations that:

- Espouse Supremacist Causes
- Advocate illegal discrimination based on Race, Ethnicity, Color, Sex, Religion or National Origin
- Advocate the use of Force or Violence
- Engage in efforts to deprive individuals of their rights

National Guard Personnel are Prohibited From:

- **Publicly Demonstrating or Rallying**
- **Fund Raising**
- **Recruiting and Training Members**
- **Organizing or Leading Such Organizations**

Extremist/ Supremacist Groups

- Actions that can be taken:
- Adverse Administrative Action
- Non-judicial Punishment
- Courts-Martial

Stereotyping

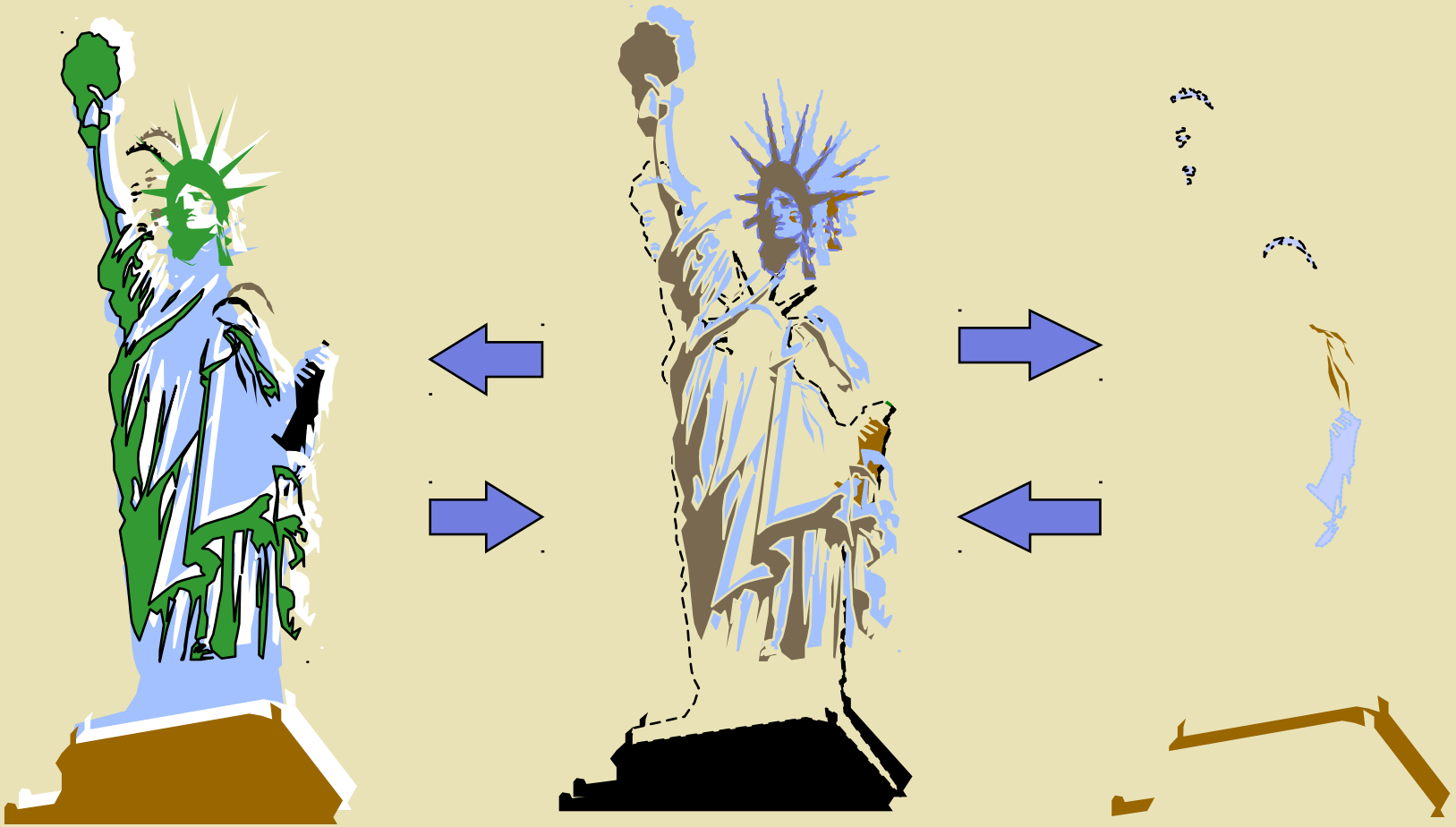
"A process by which individuals are viewed as members of groups and the information that we have stored in our minds about the group is ascribed to the individual."

Discrimination: Military and Civilian

Discrimination: Military and Civilian

An unlawful employment practice that occurs when an employer fails or refuses to hire, discharge, or otherwise discriminates against any individual with respect to compensation, terms, conditions, or privilege of employment because of race, color, religion, sex, national origin, age, reprisal, physical

The Discrimination Continuum



BLATANT **SUBTLE**

Sexual Harassment

Sexual Harassment

- **Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person or**
- **Submission to such conduct is made explicitly or implicitly a term or condition of a person's job, pay, career, or**
- **Such conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creates an intimidating, hostile, or offensive work environment.**

Reprisal

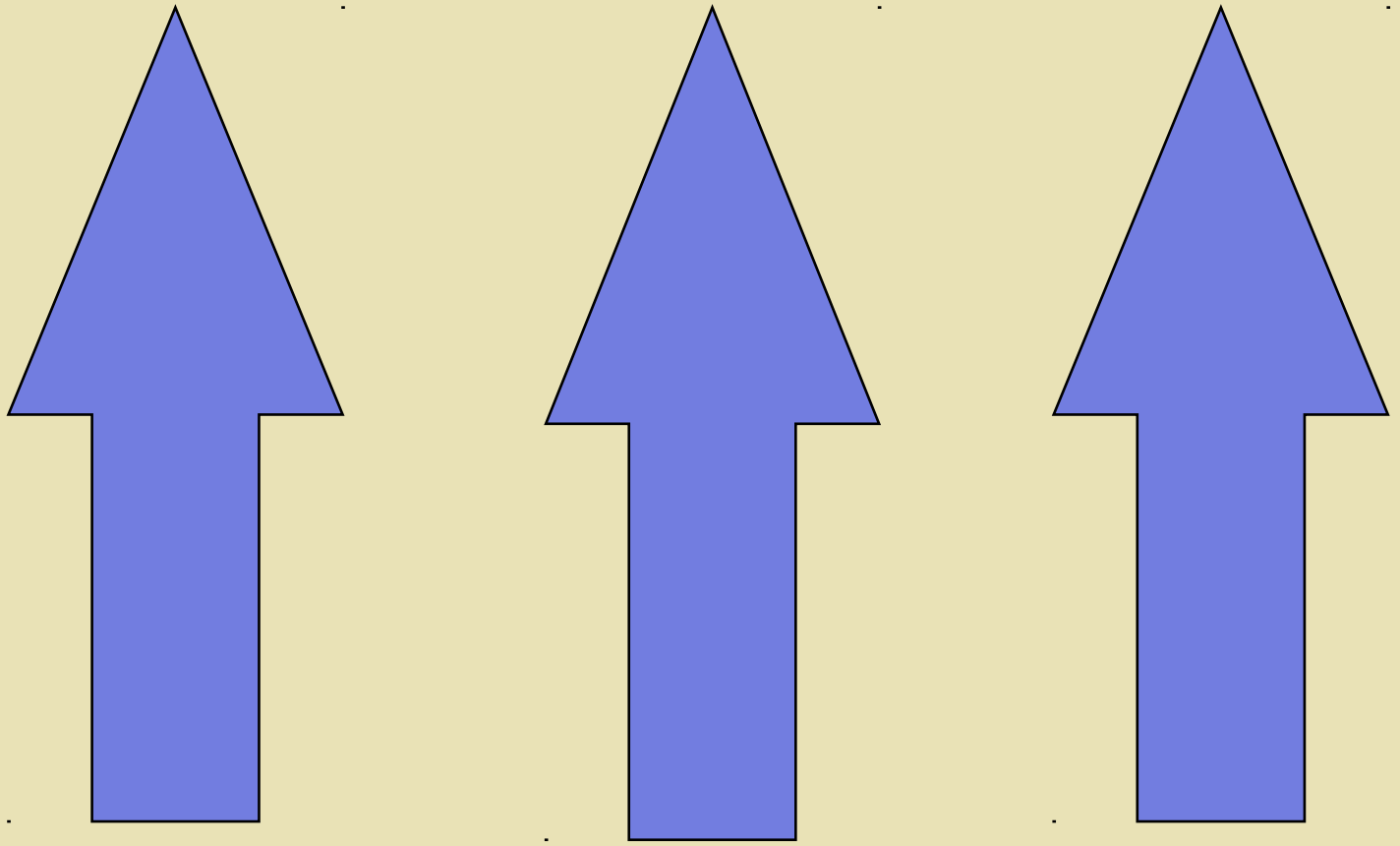
Reprisal Military

Taking or threatening to take an unfavorable personnel action or withholding or threatening to withhold a favorable personnel action against a military member for making or preparing a protected communication

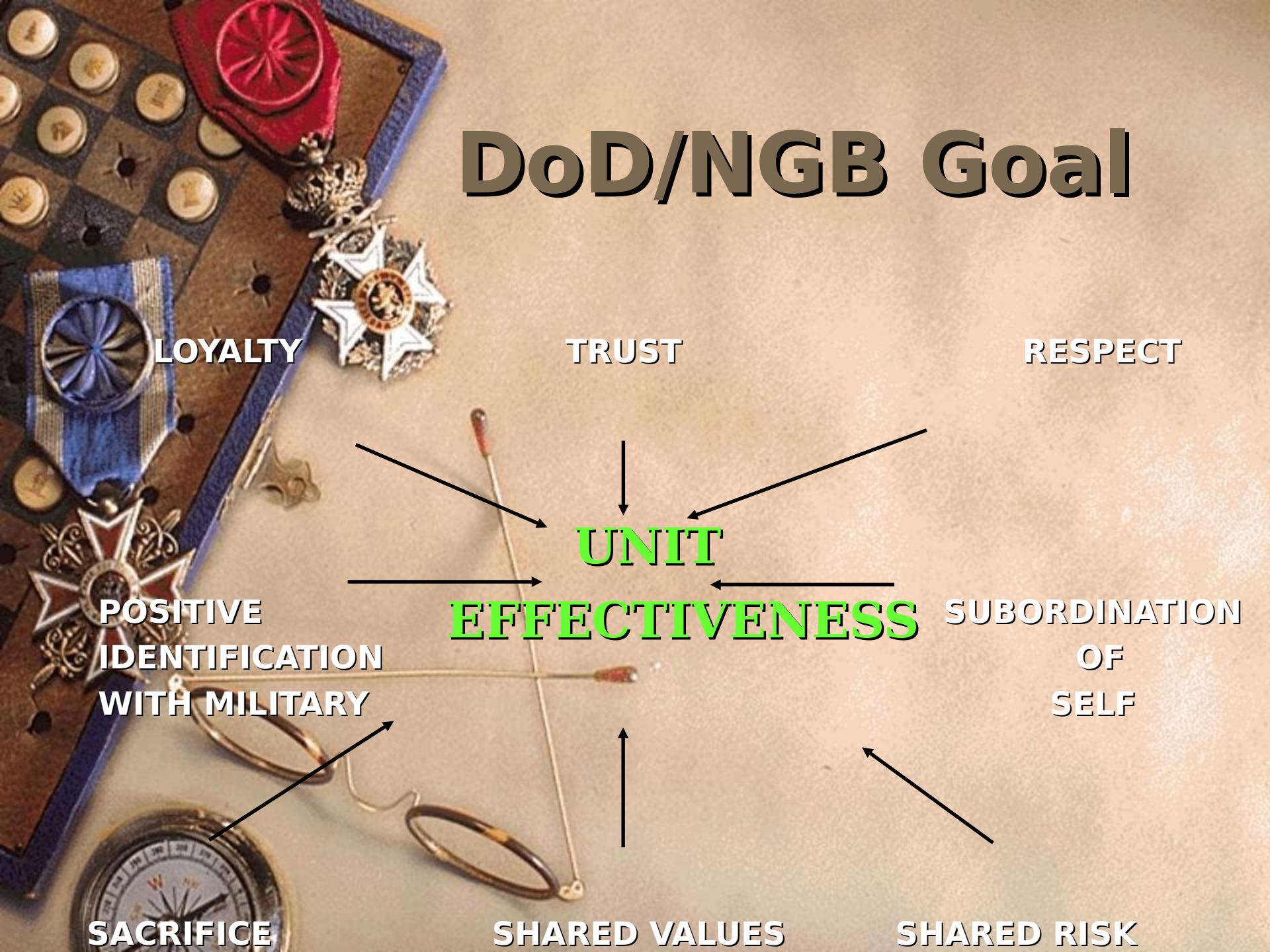
Don't do it!

Core Values

Integrity **Service** **Exce**



DoD/NGB Goal


LOYALTY
TRUST
RESPECT
UNIT
EFFECTIVENESS
POSITIVE IDENTIFICATION WITH MILITARY
SUBORDINATION OF SELF
SACRIFICE
SHARED VALUES
SHARED RISK

DoD/NGB Goals

DoD and NGB reaffirm top down commitment to equal opportunity and acknowledge the roles and responsibilities of all members

The Complaint Process

Complaint Levels & Timelines

- **Informal - 30 Days**
- **Lowest Command - 60 Days**
- **Intermediate Command - 30 Days**
- **State Adjutant General - 90 Days**
- **NGB - Compliance w/ laws and regs.**
  - **Deficiencies - Return and comply**
  - **No deficiencies - Final decision**

Roles and Responsibilities

- **Commander's**
- **Supervisors/Managers**
- **Individual**

Summary

- **POLICIES**
- **DEFINITIONS**
  - **STEREOTYPING**
  - **DISCRIMINATION**
  - **SEXUAL HARASSMENT**

Summary

- **EXTREMIST / HATE GROUPS**
- **DOD GOALS**
- **COMPLAINT PROCESS**
- **ROLES/RESPONSIBILITIES**
- **SELF EVALUATION**

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